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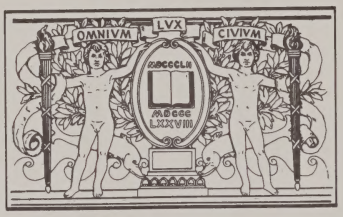

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Profile of Training and Job Candidate Pool For The Automotive Repair, Training, and Sales Company (ARTSCO) In The Primary Service Area Of Roxbury, Dorchester, Mattapan, South End, and Jamaica Plain

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for the
Automotive Repair, Training, and Sales Company (ARTSCO)
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EXECUTIVE SUMMARY

A new development, the Automotive Repair, Training, and Sales Company (ARTSCO) has been proposed for siting in the greater Roxbury area. This facility would serve the purpose of a training school for automotive repair, a garage for repair services, and a facility for automotive sales. Preliminary discussions with the B.R.A. have targeted six neighborhoods in Boston as the primary service area for the development the South End, Jamaica Plain, Roxbury, North Dorchester, South Dorchester, and Mattapan. This report provides a capsule description of what type of potential trainees and employees would be available from this primary area to the proposed ARTSCO development.

The ARTSCO service area as of 1985 had 255,000 residents or 42% of the city's population at the same time that it encompassed 16.4 square miles or 42 percent of the city's land area. This area contains a diverse population of racial and ethnic groups with a mixture of both more prosperous and poorer residents. If one had to describe a "typical" resident from this area based upon demographic analyses the resident would be a younger minority, in a family with other children, with a high school education, speaking English but possibly as a second language, employed at a mid-level or lesser-skilled job, and generally with less income than the average city resident. Such a person would be the most likely person encountered in this area.

Potential employee or job training candidates would most likely have other more particular characteristics and skills. These candidates are more likely to be youths just entering the workforce out of school which may or may not have ended in a formal high school diploma. If they were older and had job experience they most likely would have had several different jobs of possible short duration which utilized few and simple skills. In most instances such job or training candidates will likely bring "disadvantages" to the training center or worplace that would require special services such as remedial education, English language training, child care services, or other assistance. It appears that a review of potential job or job training candidates from the primary service area of the ARTCSO development shows a need for jobs of the sort to be provided, which will furnish skilled, steady, well-paying positions. The primary needs will most likely be for job, language, and social services to enhance attachment to the program.

Population and Housing Profile

The primary service area for the ARTSCO project includes six neighborhoods of Boston: Roxbury, North Dorchester, South Dorchester, Mattapan, the South End and Jamaica Plain. This area covers 16.4 square miles in the city limits and stretches from the edge of Copley Place on the north to the border of Milton on the south and from Brookline on the west to the Boston Harbor on the east.

Total population of the ARTSCO service area in 1985 with 255,000 residents comprised about 42 percent of the citywide total. The majority of persons, or 244,700 resided in 90,316 uhouseholds while the remainder, or 10,300 persons were in group quarter facilities such as dormitories, nursing homes and other group facilities. The median household size was 2.7 persons in 1985.

A detailed view of the types of households in the ARTSCO area shows some trends which differ from an overall view of city households. A full 57.5% of all households or 52,200 are families, that is households that have related persons living together whether it is husband and wife, with children, or relatives. In contrast, the city household composition in 1985 showed a somewhat smaller proportion of families, 54%, and a marginally greater proportion of non-family households, or 46%.

The composition of households in the ARTSCO area includes 31% married couples, 21% single parent families with children, 27% single person households, and 16% households with roommates and other unrelated persons living together.

A racial profile of the 255,000 residents in the ARTSCO area shows the following distribution: 34% (86,600) whites, 50% (126,400) blacks, 11% (29,000) Hispanics, and 5% (13,000) persons of other races. This area contains 91% of all blacks in Boston and 83% of all Hispanics in the city. The whole ARTSCO area, with a racial composition that is two-thirds minority and one third white is almost the reverse pattern as that of Boston as a whole.

The age pattern of the ARTSCO area reveals that there are many more children, adolescents, and young adults than for all of Boston. Out of the 255,000 total area population in 1985 there were 69,565 persons below age 16, 61,977 persons aged 16 through 24, and 123,458 persons age 25 or greater. In total, neatly 52% of the ARTSCO area population in 1985 was below the age of 25.

From the demographic profile of the ARTSCO area several different features about potential job and training candidates can be discerned that may have an effect upon the types of training and services needed. Candidates will

likely be younger minorities and likely single or as young single parents. These characteristics imply that job candidates will be less skilled in the working environment and that child care services may need to be provided to both training and job candidates.

Educational Attainment and Language Proficiency

Educational attainment is determined for persons age 25 and greater which comprised 123,458 personsE or 48% of the population in 1985. Of the total 19,248 persons or 15.6% of adults had a college degree, 84,100 persons or 68.1% of adults had a high school diploma only and 39,383 or 31.9% of adults were without a high school diploma. This latter number compares with a 23% rate for all Boston adults.

English language proficiency can be used as a measure of the degree to which language training would be necessary in a job training or employment situation. In the ARTSCO area 81% are native English speakers and 19% speak a foreign language. About half of those who speak a foreign language have a good command of English while the other half speak only fair English at best. Certainly, any job training program will require an English language component as a necessary element to reach, particularly, the newer immigrant population.

This profile of educational attainment and language proficiency shows that there may be significant numbers of job training and employment candidates that lack the adequate preparatory skill and language background to immediately respond to a normal training or job regimen. Thus, such services as remedial education to high school diploma (GED) equivalency may be vital and that English as a Second Language (ESL) courses will also be necessary.

Labor Force Experience and Occupational Status

The ARTSCO labor force, that is persons who are employed or unemployed, total 123,710 persons out of a total adult (16+) population of 185,435. Thus, 66.7% of the adult population is in the labor force while 23.3% are not. Persons not in the labor force include those that are idle due to retirement, homemaking, attending school, or unemployed and not looking for work. Of the 123,710 persons in the labor force, 90% or 111,353 were working in 1985 while the unemployment rate registered 10%, or over 12,000 individuals. This 10% unemployment rate is two-thirds again higher than the Boston 6.2% rate in 1985.

An occupational profile of employees in the ARTSCO area shows a slight difference from a general profile of all employed Boston residents. Boston, with 43% of all workers in professional, technical, managerial, and sales occupations, has a clear preponderance of these jobs than for the ARTSCO area which has a 33% share. This area has a larger number of skilled machine and transportation operative workers and semi-skilled service workers than for the city as a whole.

The review of labor force experience and occupational status shows some important points for the potential ARTSCO development. On the plus side is the fact that the area's resident workforce is already matched in current occupational skills to the types of work to be done at ARTSCO; that is, the workforce is specialized to a greater extent in the skilled and semi-skilled craftsmen and operatives occupations and has more workers as lesser skilled service workers and laborers. This pattern may show that potential workers and trainees may have more interest or ability in skilled auto mechanic jobs which could provide stable work at relatively good wages. Also on the plus side is the mere availability of an underutilized workforce that is either unemployed or employed at more menial, lower paying jobs with less advancement opportunity. These factors indicate that a strong demand for well paying skilled jobs may be greeted with an enthusiastic response from residents. On the negative side is the fact that a potential job or training pool of candidates does not have a long or substantially attached work experience which may indicate the need for human resouce development or ancillary social services along with the existing program.

Income and Poverty

The ARTSCO area has a greater share of low-income households and a greater share of persons in poverty than for persons citywide. In 1984, the median income of all households in the area was $17,177 which was 10% below the $19,250 city median. If income grew at the 4% rate of inflation from the 5 years 1984-1989, then the income would have been $23,000 in 1989. Poverty in this area is more prevalent than for the city as a whole. In 1985 when 21% of Bostonians were in poverty, an estimated 28%, or 71,845 persons in the area were below the poverty level. Job training and employment at a proposed ARTSCO development will encounter a significant number of the poor.

Primary Service Area
Roxbury, Dorchester, Mattapan, South End, Jamaica Plain

Description of Training and Job Candidate Pool
Data may not be exact due to rounding

	Area		Boston	
Total Population, 1985	255,000		601,095	
Household population	244,700		551,500	
Group quarters	10,300		49,595	
White	86,600	34%	66%	
Black	126,400	50%	23%	
Hispanic	29,000	11%	7%	
Other Races	13,000	5%	4%	
Household Composition, 1985, This area only.				
Total households	90,316		100%	
Families	52,171		57.5%	
Head and Spouse	28,060			31.0%
Live alone	6,926			7.7%
With children	20,164			22.3%
With others	970			1.1%
Head and no spouse	24,041			26.5%
With children only	15,930			17.6%
With children and relatives	3,053			3.4%
With relatives only	5,058			5.6%
Unrelated individuals	38,415		42.5%	
Live alone	24,026			26.6%
Live with roomates	14,389			15.9%

Educational Attainment, 1985	Area	Boston
Number of persons age 25 and greater (adults):	123,458	
Percentage of population:	48.4%	60.1%
Number of adults that are high school graduates:	84,100	
Percentage of adult population:	68.1%	77.0%
Number of adults with a college degree:	19,248	
Percentage of adult population:	15.6%	28.0%
Number of adults without a high school degree:	39,383	
Percentage of adult population:	31.9%	23.0%

Labor Force Status, 1985	Area	Boston
Number of persons age 16 and greater:	185,435	
Percentage of population:	72.7%	80%
Number of persons age 16+ in labor force:	123,710	
Percentage of persons age 16+:	66.7%	67%
Number of persons employed:	111,353	
Percentage of labor force:	90.0%	93.8%
Number of persons unemployed:	12,357	
Percentage of labor force:	10.0%	6.2%

Occupational Profile of employed adults, 1985

	Area 1985	Pct.	Boston Pct.
Professional/Technical/Managerial	32,100	29%	36%
Sales	4,500	4%	7%
Clerical	22,500	20%	20%
Craftsmen	8,600	8%	8%
Operatives	16,100	15%	10%
Laborers	2,100	2%	2%
Services	25,000	22%	18%
Total	111,000	100%	100%

English Language Proficiency for Residents Age 16+

	Area		Boston
Native English Speaker	150,141	81%	82%
Foreign Language, Good English	20,477	11%	12%
Foreign Language, Poor English	14,818	8%	6%

Means of Transportation to Work, 1985

	Area	City
Car, truck, or van	48%	50%
MBTA	39%	36%
Walk	10%	14%
Other means	3%	3%

Income and Poverty, 1984

	Area	City
Total households	90,316	228,838
Median household income	$17,177	$19,250
Persons in poverty	71,845	126,230
Percentage	28%	21%